



Applying an Elite Performance Mindset to Public Sector Leadership

Heather McGregor-Bayne
Total Leader and Coach Solutions Australia

“One of my biggest strengths is that I have always looked at the bigger picture”

What Australian Olympic, World Champion and Commonwealth Games medallists tell us are important qualities for success

McNamara, Button, Collins (2010)

“I always tried to learn from defeat as well as a win” – I would sit down and think why, what could I do to fix that next time

“Every successful Olympic Gold Medallist didn’t have a plain sailing ride – what makes you great is what you do when things go wrong”

We do goal setting at the beginning of the year – we do constant reviews. Then we do it for individual games during a championship – and then we review each game!

There is one thing harder than winning, winning is easy. It is keeping winning that is really hard

Psychological Characteristics of Developing Excellence



Vision of what it takes to succeed



Commitment



Competitiveness



Imagery



Realistic performance evaluations – willingness to work on weaknesses



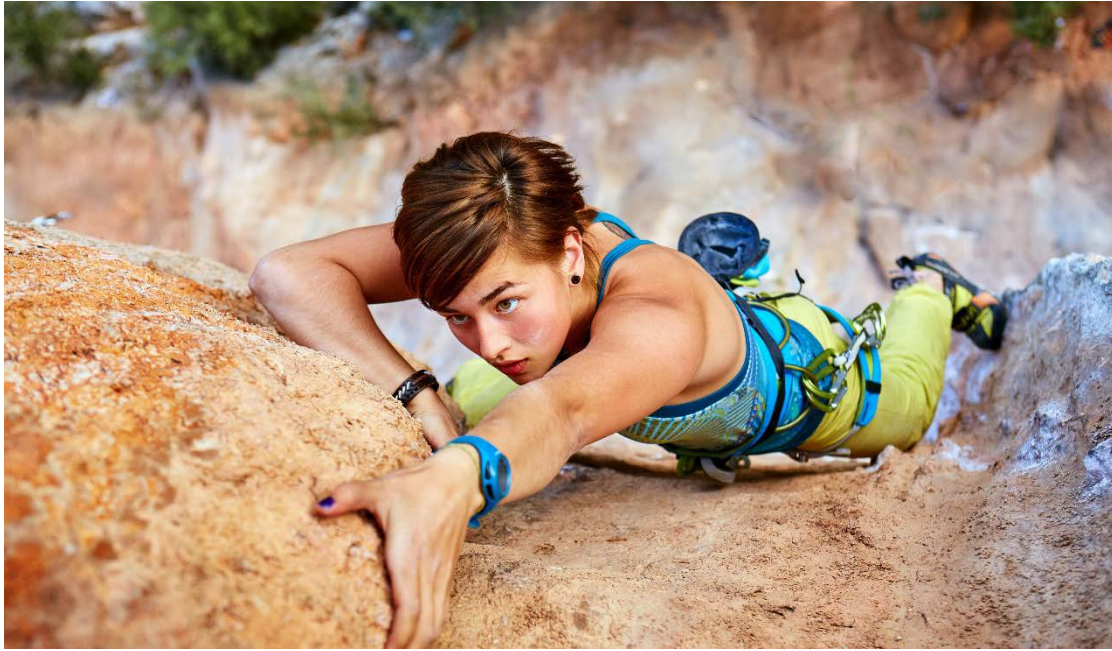
Coping under pressure



Game Awareness / Sport Knowledge



Self-belief



CLARITY: Vision of what it
takes to Succeed

- The destination is clear and specific
- It is inspiring
- It is referenced regularly
- Goals and targets are established and continually reviewed
- Measures of progress and success are known up front
- Accountability is high

CONTINUOUS IMPROVEMENT

- There is a strong belief there is always room for improvement
- This means the destination is often also the beginning of the next journey
- 'Be better than Yesterday'
- Getting out of one's comfort zone is embraced
- Feedback is not only necessary but valued





- 'Stress' is a friend not an enemy
- 'Failure' is an opportunity to learn not a reason to give up
- Elite athletes learn to 'Control the Controllables' and let go of the rest

CHALLENGE

The Growth Mindset:

"People believe... their talents and abilities can be developed through passion, education, and persistence.

For them...it's about a commitment to learning—taking informed risks and learning from the results, surrounding yourself with people who will challenge you to grow, looking frankly at your deficiencies and seeking to remedy them."

--Carol Dweck





Thank you!
If you'd like to connect
with me:

E: heather@tlcsolutions.com.au

M: +61 403 338 424

P: +61 8 6468 1989

Li: [linkedin.com/in/heather-mcgregor-bayne](https://www.linkedin.com/in/heather-mcgregor-bayne)

www: www.tlcsolutions.com.au